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# 2000 Annual Report

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## Happy Trails

Over 250 friends joined the Division of Personnel Services in wishing Director Bill McGlasson "Happy Trails." After 30 years of service with the State of Kansas, Bill retired to travel and visit friends and family. Family, friends, peers, a former Secretary of Administration, NASPE representatives, and even one of Bill's

high school teachers gathered to celebrate his many successes. Bill's vision led to the development of many new programs, which won national acclaim and earned the State of Kansas a rating as one of the top eight states in the nation in Human Resource Management in Governing Magazine's 1999 Grading the States Survey.

Bobbi Mariani, Assistant Director, was named Acting Director upon Bill's retirement.

The Division wishes Bill all the best in his retirement. Thanks for everything Bill!



# MESSAGE FROM THE DIRECTOR

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*By Bobbi Mariani, Acting Director*

Recently, I heard someone jokingly say, “Change is good - you go first.” It occurred to me that the Division of Personnel Services operates under the principle **“Change is good – we’ll go first!”** Not only do we accept change as a constant, we anticipate change, we prepare for it, and we capitalize on the opportunities that result from a dynamic changing world. This 2000 Annual Report describes how the Division uses research and trend analysis, technology, and teamwork to enhance existing processes and develop innovative new programs to meet the needs of our customers.

We at DPS understand the importance of collaborative relationships. Throughout 1999, DPS worked closely with other divisions, state agencies, and private corporations to ensure that the Statewide Human Resource and Payroll (SHARP) system made a smooth and error-free transition into the year 2000. The Y2K experience confirmed what we already knew - working together turns challenges into opportunities, and sharing knowledge, skills, information, and best practices results in progress and growth for all concerned. To that end, the Division continues to build partnerships and coalitions that will help us identify and meet the needs of state agencies and our constantly changing workforce.

As a result of these partnerships, DPS developed and implemented many innovative new statewide initiatives during FY 2000. All Division programs are directly tied to our strategic planning process. This dynamic, on-going process enables us to prioritize, strategize, and measure program outcomes in a manner that ensures we are accomplishing our mission and meeting the needs of our customers.

The Division of Personnel Services is responsible for a wide variety of statewide programs and services, many of which are not discussed in this Annual Report. Although we recognize that every function performed in the Division is essential to the overall success of our programs, we have chosen to highlight only our major accomplishments during FY 2000. For a better understanding of the variety and scope of our programs, please refer to the Division’s organizational chart on page 7.

We are proud of our many accomplishments during FY 2000. A number of our programs received national recognition, and we were frequently asked to share our best practices with organizations in other states. As we take on the challenges of the 21<sup>st</sup> century, we will continue to pursue new alliances, implement innovative new programs, provide our customers with value-added services, and ensure that the State of Kansas remains an “employer of choice.”



# MISSION

*Explore, develop, and provide innovative resources to foster the workforce of today and tomorrow.*

# PHILOSOPHY

*DPS strives for excellence and organizational wellness through:*

- *Responsive service to customers*
- *Integrity in thought and action*
- *Balance of interests*

# 2000 Annual Report

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## PLANNING FOR THE WORKFORCE OF TODAY AND TOMORROW...

*...is what the Division of Personnel Services  
is all about.*

This report celebrates the Division's achievements for FY 2000 and describes how DPS is building on those accomplishments for the future. The Division of Personnel Services is constantly identifying new ways to support the state's workforce by improving internal **Operations**, building **Partnerships**, developing and enhancing **Key Initiatives**, and distinguishing the State of Kansas as an **Employer of Choice** and a **State of Excellence**.

# OPERATIONS

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**The Management Team**

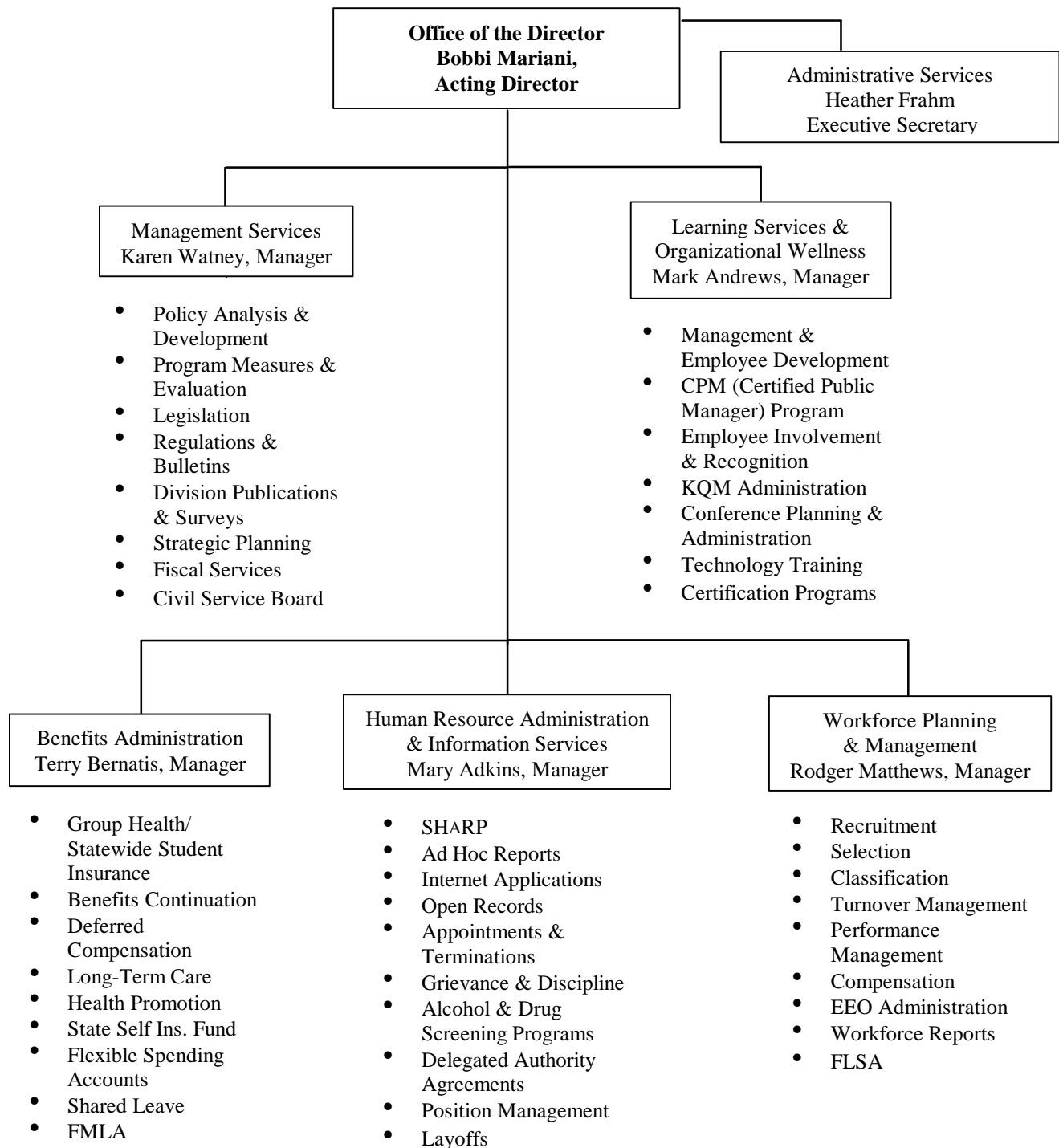
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**Bobbi Mariani, Acting Director,  
enjoys Valentine's Day**

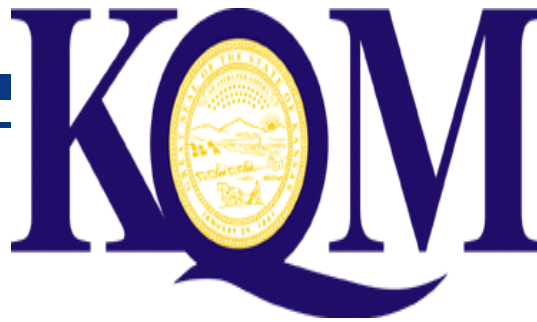
**Dilbert visits DPS on Halloween**

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# Organizational Chart



# Kansas Quality Management



The Division continues to embrace the values of Kansas Quality Management which include: Customer Focus, Employee Training and Development, Employee Involvement, and Continuous Improvement. The Division supports statewide quality by participating in the application evaluation process for the Kansas Award for Excellence (KAE) program. This year, DPS also completed the KAE assessment, and applied for a Level I, Commitment to Excellence Award. Awards will be announced in October.

## Division Quality Management Board

The Division Quality Management Board (DQMB) consists of four members whose responsibilities include: helping generate process improvement ideas, serving as Quality Management Resource staff for the Division, and assisting with Kansas Quality Management Awareness Month activities during the month of October. One member of the DQMB represents the Division on the Agency Quality Management Board (AQMB) which approves process improvement teams for the Department.

***“You cannot mandate productivity, you must provide the tools to let people become their best.”***

***Steve Jobs***



# 2000 Annual Report

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## DPS Employee Council

The Division of Personnel Services established an Employee Council in 1993. The purpose of the DPS Employee Council is to increase employee involvement and teamwork and to serve as a liaison between the Office of the Director and Division employees. Over the years the Employee Council has been involved in a number of fund-raising and team-building activities. Each year since its inception, the Employee Council has either assisted with or coordinated the fund-raising efforts for the United Way and Project Topeka fund-raising campaigns. The Employee Council has consistently raised over \$1,000 each year for the Project Topeka food drive, which helps stock food banks in the Topeka area. DPS employees generously donate their time or money towards the many fund-raising events. The Employee Council has also coordinated many special activities for DPS employees including the annual DPS Christmas dinner.



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# Employee Recognition

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The Division's many successful programs are the result of DPS employees who propose and implement innovative new programs, improve processes, and continually perform their job duties at the highest levels. This year, DPS implemented a new Employee Recognition Program to share and celebrate the successes and efforts of our employees. The Employee Recognition Council was created to coordinate the new process, which honors "DPS Super Heroes" who provide outstanding customer service, exceed job expectations, demonstrate initiative and creativity, or provide an outstanding service to the community.

In addition, DPS participates in the Department of Administration's Employee of the Month recognition program, where outstanding employees are recognized in the Department's monthly newsletter and receive a certificate to commemorate the event. The Department also rewards individual and team accomplishments with recognition and cash awards. During FY 2000, several DPS employees were rewarded through this program.



**Picture Not Available**

**DPS employees recognized for outstanding work  
performance at the annual Division meeting.**

# DPS *SUPER HEROES*

**Picture Not Available**

**Jeff Buescher** was honored as the Department of Administration's Employee of the Month for April 2000. Jeff serves as DPS' website administrator and has been instrumental in the development of many Division and Department webpages and online applications.

**Eilene Wason** was selected as the first DPS Super Hero. Eilene's suggestion for mail processing improvements resulted in an estimated \$13,800 annual savings for the Division, and a 90% reduction in the volume of returned mail.

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# PARTNERSHIPS

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The Division of Personnel Services supports Kansas Government through statewide personnel systems and processes. In so doing, DPS must balance the interests of state agencies, state employees, state policy makers, and the citizens of Kansas.

DPS serves over 100 state agencies and 36,500 state employees. These state agencies are functionally and regionally diverse, produce a wide range of products and services, and employ a workforce with constantly changing needs.

In order to balance the interests of all these stakeholders, DPS builds coalitions and strategic partnerships with the entities we serve. These partnerships help us to better understand the needs of our customers and to provide resources that will enable state government to meet new challenges and take advantage of new opportunities.



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**A group of interagency employees discuss new regulation changes.**

# 2000 Annual Report

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## **Workforce Council**

The Workforce Council was created to identify, research, and recommend solutions for current and future human resource issues. The goal of the council is to create a unified workforce plan for the State of Kansas Civil Service that will prepare and sustain state agencies beyond the year 2000. Consisting of selected agency human resource managers and DPS staff, the council is a strategic partnership designed to promote a positive image of state government and to keep state employees informed of new human resource initiatives and programs.

During FY 2000, the Workforce Council designed an Employee Retention Survey to identify potential causes of turnover, which contributes to the high cost associated with recruitment and hiring. In addition, the council is researching new ways to enhance the application process.

## **Personnel Advisory Council**

The Personnel Advisory Committee (PAC) is composed of ten members representing some of the largest state agencies and serves in an advisory capacity to the Director of the Division of Personnel Services. The purpose of PAC meetings, which are coordinated and facilitated by DPS, is to update members on DPS programs and policies and to provide an opportunity for members to comment and make recommendations to the Director. PAC members also make presentations and initiate discussion on issues that impact their departments. These meetings also allow participants to network and discuss issues that are common to all member agencies.

## **HR Informational Meetings**

Human Resource Informational Meetings are held quarterly for human resource managers, professionals, and analysts representing primarily small and medium sized agencies. The purpose of the meetings is to provide updates on human resource programs, policies, and activities. Agencies are asked to participate by presenting topics of interest or by suggesting speakers and items for discussion. This is also an opportunity for participants to network with other agencies and DPS staff, and to obtain information in areas of special interest to their agency.



*“The best way to get a good idea  
is to get a lot of ideas.”*

*Linus Pauling*

## **State Network of Trainers**

The State Network of Trainers was created in 1997. Its purpose is to provide a self-directed forum for state trainers to meet and discuss common issues of interest and concern. The Network’s approximately 70 members share current information impacting state agencies, identify trends and training needs, and coordinate state training resources in order to provide the most up-to-date and effective training to state employees. During FY 2000, the State Network of Trainers worked closely with DPS and the cross-agency design team to develop the new LEAD (Lead Employee Achievement and Development) Worker program.

## **Classification Teams**

DPS has introduced a new system for the allocation and reallocation of classified positions. DPS human resource consultants will team up with experienced human resource staff from other state agencies to review allocation and reallocation requests and make classification decisions for all positions not covered by Delegated Authority agreements. The new system will provide an opportunity for trained classifiers in state agencies and DPS to develop a common perspective regarding statewide classifications and ensure that timely and consistent action is taken on all classification requests.

# KEY INITIATIVES

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## *When Planning for the Workforce of Today and Tomorrow*

### **Data Makes the Difference**

The Division of Personnel Services believes that “what gets measured, gets done.” With that in mind, DPS is taking full advantage of its ability to measure programs, processes, and performance. By capitalizing on the state of the art technology provided by the SHARP (Statewide Human Resource and Payroll) system, the Division is able to capture, track, and analyze important information regarding the state’s workforce.

The SHARP technology provides the state with a centralized system that stores all human resource, payroll, and benefits information together in a single integrated database. SHARP’s capacity to link the stored information into customized reports gives the Division access to a wide variety of information and the capability to use the data in more meaningful ways.

Having access to data is only the beginning. The Division is constantly finding new ways to tap into and use this valuable resource. DPS staff have become adept at obtaining and analyzing data in order to measure the effectiveness of the state’s human resource programs, develop reports for stakeholders, provide cost/benefit analyses, and identify current and future workforce trends. As a result, the Division is successfully using data to enhance its current human resource programs, assist agencies to prepare for the future, and to ensure that the State of Kansas remains an “employer of choice.”

# Technological Advances

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## DPS Website

*<http://da.state.ks.us/ps>*

The Division continues to increase its Internet presence by updating and enhancing the DPS website, providing easily accessible information and services to state agencies, state employees, state job applicants, and the general public. FY 2000 website additions include:

- Online Employment Registration
- AKSESS Promotion
- Notice of Vacancies
- Job Class Specifications
- Health Care Commission (HCC)
- Statewide Training Calendar
- Frequently Asked Questions (FAQ's)
- HealthQuest/Kansagram
- Legislative Tracking

Future plans include online training, online sign-up function for the HealthCheck program, and online employee verification access.

## Online Application Process

Candidates can now register for employment with the State of Kansas using a web browser. DPS and DISC (Division of Information Systems and Communications) worked together to develop the new online employment registration service, which may be accessed 24 hours a day, seven days a week, from anywhere in the world. By following the user friendly, on-screen instructions, new applicants and current state employees can register, update, and submit their job skills from a personal computer.



# Future Directions

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**AKSESS** In October 2000, the Division of Personnel Services will launch AKSESS, the Automated Kansas State Employees Service System. AKSESS will introduce a “do it yourself” solution for state employees to choose, track, and update benefits and personal demographics via the Internet.

Initially, employees will make Group Health Insurance and Flexible Spending Accounts choices for Plan Year 2001. Employees will be able to enter the AKSESS website for information about insurance plans, rates, health care providers, and coverage options and then actually enroll online.

Later, employees will be able to view and update personal information, change medical insurance based on family status changes, and enroll in training courses. By automating common administrative functions, AKSESS frees human resource staff for other activities, while offering employees access and control of information and services.

**Online Surveys** DPS is designing two new online statewide surveys. The Exit Interview will assist DPS in identifying conditions or circumstances that contribute to turnover, while the Entrance Questionnaire for new employees will help the Division identify programs and services that attract applicants to state service. The electronic format will provide employees easy access to the questionnaires, which will be sent directly to a DPS database for further analysis. Combined with the Employee Retention Survey, these questionnaires will assist DPS in addressing current and future workforce issues.

**Computer Based Training** In keeping with its commitment to deliver timely, cost effective, and consistent training to state employees, the Division has upgraded its Computer Based Training (CBT) technology and is making plans to adapt current DPS training programs to the CBT format. DPS has purchased the number one rated Authorware software and has trained Division staff to use this tool to build interactive, web-capable, self-directed learning and help modules. Division staff will initially use the Authorware program to convert the current SHARP CBT books to highly interactive and engaging web-based training modules. Full implementation of web-based SHARP training is targeted for the end of FY 2001.

# Workforce Planning and Development

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## Workforce Planning Strategy

DPS has developed a three-phase plan to identify the state's future workforce needs and to formulate a strategy to meet those requirements.

### **Phase I: *(Completed during FY 2000)***

- Gathered workforce demographic data for the State of Kansas and researched employment trends.
- Published a comprehensive Workforce Report for the State of Kansas, which provides useful fact-based data for human resource planning and decision-making.
- Developed a statewide Workforce Council to identify problem areas, conduct research, create solutions, and share best practices.

### **Phase II: *(Completed during FY 2000)***

- Implemented quarterly workforce reports which focus on specific areas relating to the State of Kansas workforce.
- Completed the first agency workforce analysis. The analysis included demographic, compensation, retirement, turnover, recruitment, and employee development information, as well as an employee satisfaction survey.

### **Phase III: *(In progress)***

- Conduct additional agency workforce analyses in order to assist agencies review specific HR programs within their department and to identify statewide trends and the need for new initiatives.
- Compile employee survey results into a central database in order to track employee concerns and identify the need for new strategies in the areas of compensation, recruitment and retention, and employee training and development.
- Implement strategies developed by the Workforce Council.



*“Even if we are the customer’s only choice, let us be their best choice.”*

*unknown*

## **Competency Model Project**

DPS is working to enhance human resource programs by developing competencies which will be integrated into all of the state’s human resource processes, including: classification, recruitment and selection, performance management, employee development, organizational planning and development, and compensation. During FY 2000, a draft competency model was developed and approved. In addition, a competency test model for the Human Resource Professional class series was developed with the help of agency volunteers.

The Competency Project Team is currently establishing Leadership Focus Groups to identify leadership competencies and agency teams to integrate competencies within the state’s human resource processes. During FY 2001, the Division will develop a competency measurement system, establish training programs to enhance leadership competencies, and develop pilot programs for the Leadership Competency Model.

## **Distance Learning**

The Division of Personnel Services believes that for an organization to remain healthy and dynamic, learning must be a continuous process, and that employees need timely, consistent information in order to be productive. Distance learning is an important tool for responding to and anticipating the needs of a constantly changing workforce and the diverse programmatic requirements of state agencies. Therefore, DPS is developing strategies that will align its employee development programs and technological capabilities with statewide human resource programs. In order to facilitate this process, the DPS Distance Learning Team was established to research distance learning technology and systems that will provide effective means of distributing information and training programs to the statewide workforce.

# EMPLOYER OF CHOICE

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The Division of Personnel Services believes that employees are the state's most valuable resource and are entitled to a high quality work experience. With that in mind, DPS continues to research and improve the state's employee incentive programs including: compensation, benefits, training, education, recognition, and opportunities for job growth and advancement. The Division's efforts have resulted in a wide range of value-added services and programs, which allow state agencies to attract, develop, and maintain a productive and diverse workforce.



**Picture Not Available**

**DPS staff visit with potential state applicants at the  
Kansas State Fair.**

# Employee Benefits

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A first-rate benefits package is a key component to a high quality work experience. The Division of Personnel Services offers state employees a benefits package that provides comprehensive health coverage, wellness and education programs, and high quality retirement options.

## Group Health Insurance

<http://da.state.ks.us/ps/benefits.htm>

The state of Kansas provides a wide variety of **group health options** for its active and direct bill participants. Medical plans include seven health maintenance organizations, a preferred provider organization, a point of service plan, and an indemnity plan for Medicare eligible participants. **Dental plan** options, an optional **vision plan**, and an optional **long-term care** plan are also available. In addition, group health insurance is available for full time students attending Regents institutions, and graduate teaching assistants and graduate research assistants are eligible for an employer contribution if they participate.

State employees also have the option of enrolling in the **KanElect Flexible Benefits Program**, which provides flexible spending accounts for work-related dependent care (day care) expenses and medical expenses which are not reimbursed by health insurance.

DPS began administering a group health insurance plan for state school districts, community colleges, and vocational schools effective January 1, 2000. Eight educational entities signed agreements to cover nearly 900 employees during FY 2000. Other groups are expected to sign on in FY 2001.

*Ninety-two (92) percent of state agency human resource managers agree that the Division's programs and services are effective recruitment tools.*

*2000 DPS Customer Satisfaction Survey*

# 2000 Annual Report

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## HealthQuest

HealthQuest, the State of Kansas employee health promotion program, provides a variety of tools to help employees improve their health.

- During FY 2000, 1759 employees participated in the annual **Winterfit** exercise program, and 895 participated in **National Employee Health and Fitness** events.
- Employees logged 3165 hours on HealthQuest **exercise equipment**, which is available to state employees in 102 sites around the state.
- As part of the **HealthCheck** program, 500 high-risk individuals were identified and invited to participate in a one-on-one counseling program to reduce their health risks.
- **LIFELINE** counseling and referral services teamed up with DPS staff to provide **Stress Management workshops** and information about the LIFELINE program to 1338 employees statewide.
- **Health education materials** were presented or mailed to 1513 employees.

## Deferred Compensation

The Deferred Compensation Plan continues to be a strong investment option for active employees who desire to reduce their current tax liability and invest towards their retirement. Currently, participants have more than 30 funds from which to choose. In March 2000, participation in this program exceeded 10,000 participants for the first time. In addition, Aetna Financial Services reduced the plan administration expense by about 20% effective May 2000. The results of a recent customer satisfaction survey were overwhelmingly positive, with 93% of the respondents indicating that they were more than satisfied with the plan administrative services, local plan representatives, quarterly statements, and investment selection. In addition, state employees can take advantage of the Deferred Compensation program's award winning financial seminars, "Looking Forward Financially," which provide education about retirement planning.

# Employee Development Programs

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The **Employee Leadership Program** completed its pilot run in August 1999. The program is designed to help employees understand how they fit into the “big picture,” and to learn how to exercise personal initiative in order to improve their work environment. To date, 20 training sessions have been held for employees within the Department of Administration and the Kansas Wheat Commission, with 37 managers involved in presenting the two-day sessions. Pre and post testing responses indicate the pilot was a success, and DPS is developing plans to offer this program to other state agencies.

The **LEAD (Lead Employee Achievement and Development) Program** was developed to give state employees the necessary skills to effectively function as lead workers within their job environments. The program was developed with the help of the State Network of Trainers and state agency personnel who participated in statewide focus groups.

The **Human Resource Training Academy (HRTA)** was designed to enhance the effectiveness of senior HR directors as strategic planners and organizational leaders. The HRTA challenges participants to go beyond the daily “nuts and bolts” of personnel management and to recognize the pivotal role they play in carrying out their agency’s mission. Spearheaded by the Division of Personnel Services, the HRTA was developed in collaboration with human resource and training professionals from eight state agencies. Participant feedback from the initial HRTA, which concluded in February 2000, indicates the pilot program was a success. DPS plans to offer the program on a yearly basis.

*DPS staff provided 98,225 hours of training for state employees in FY 2000.*



**TEK TRAIN** was designed in partnership with the Division of Information Systems and Communications (DISC). This program provides employees with learning experiences and information that will allow them to do their jobs more efficiently and keep up-to-date on the latest technology pertaining to networks, applications programming, and software programs.

The **Kansas IT Project Management Methodology Certification Program** was developed in partnership with the Division of Information Services and Communication (DISC). It is a three-week course consisting of 120 classroom hours. The course was designed to introduce the principles of project management for information technology projects as set forth in the Kansas Project Management Methodology. Those successfully completing the course are listed in the Kansas Registry of Methodology Certified IT Project Managers.

The **Certified Public Manager (CPM) Program** has graduated over 250 agency managers and supervisors since 1993. Acknowledged as one of the most important opportunities provided to State of Kansas managers, the program is now available to city, county, municipal, and federal government managers. This year-long program is a coordinated effort between the University of Kansas Public Management Center and DPS, and is designed to provide managers at all levels of government a foundation of knowledge and skills in management practices, as well as an opportunity to grow professionally and personally. Participants are eligible to receive college credit upon successful completion of the CPM Program.



# 2000 Annual Report

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**Picture Not Available**

**160 people attended the “Blazing New Trails” conference, sponsored by DPS in November 1999 at the Gage Park Shelter House.**

## DPS Conferences

DPS coordinates two professional conferences each year. The **Personnel Issues Conference** is held in November and focuses on human resource topics. This year’s conference, “Blazing New Trails,” featured two internationally known speakers, Stephen Waterhouse and Dick Grote, and was offered in the unique setting of Gage Park for a casual atmosphere.

The **Professional Conference of Kansas State Government** is an annual spring event. This year’s conference, “Balancing Accountability,” offered participants an opportunity to learn how to develop strategic planning processes and enhance their agency’s focus and integration. Dr. Herbert W. Zagarow, Chairman of the Quality Alert Institute, New York and Dr. J. Gerald Suarez, Director for Organizational Development and Customer Service at the White House Military Office in Washington D.C., were the featured keynote speakers. The keynote presentations were complemented by twenty breakout sessions in four conference tracks: internal processes, innovation and improvement, customer satisfaction, and financial considerations. In addition to the conference programs, participants enjoyed having the opportunity to network with other conference attendees.

# STATE OF EXCELLENCE

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The Division of Personnel Services is proud of the innovative programs and services we provide to support Kansas state agencies and employees. DPS enjoys sharing best practices with other organizations and actively seeks opportunities to exchange information and ideas with human resource personnel from other states. As a result, the Division has developed professional relationships with people all over the United States. DPS is an active member of the National Association of State Personnel Executives (NASPE), the Council of State Governments (CSG), the International Personnel Management Association (IPMA), and many others including the Central States Compensation Association, of which the State of Kansas is a founding member. During FY 2000, DPS was instrumental in establishing a Kansas chapter of the IPMA.

DPS regularly contributes articles to the **NASPE State Personnel View newsletter**. The Summer 1999 issue included an article about the Kansas Human Resource Training Academy (HRTA), and the Kansas Hiring Process was featured in the Winter 1999-2000 issue. In addition, DPS is preparing a three-part series for FY 2001, describing how Kansas uses technology and data analysis to enhance its statewide human resource programs.

The Division of Personnel Services' commitment to provide quality human resource programs and outstanding customer service ensures that Kansas will continue to be recognized as a "State of Excellence."

*"Even if you are on the right track, you will get run over if you just stand there."*

*Will Rogers*



## Awards

### NASCA Outstanding Program Award

The Kansas Department of Administration received the NASCA (National Association of State Chief Administrators) 2000 Outstanding Program Award for the State of Kansas' Application and Selection Process, which was developed and implemented by the Division of Personnel Services. The new streamlined process uses a qualitative approach to identify and measure the competencies required for state jobs.

### NASIRE Awards

In October 1999, the State of Kansas received the NASIRE (National Association of State Information Resource Executives) Recognition Award for Outstanding Achievement in the field of Information Technology. The award honored Kansas for the IT Recruitment and Retention Program developed by the Division of Information Systems and Communications (DISC) and the Division of Personnel Services (DPS). Key elements of the program include bonuses with repayment provisions, advanced training, employee contracting, functional user IT aptitude assessments, and home telecomputing.

In August 2000, Kansas was notified that it had received the 2000 NASIRE Award for Outstanding Achievement in the field of Information Technology for the IT Project Standards and Methodology Program which was developed by DISC during FY 2000. A key component is the IT Project Management Methodology training program, which is coordinated and administered by DPS. The training program consists of 120 hours of rigorous in-class instruction. To date, the State has trained and certified 120 project managers.

### CSG Award

The Kansas Application and Selection Process is a Midwestern Regional Semifinalist for the CSG (Council of State Governments) 2000 America's Best Innovations Award.

# Conference Presentations

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DPS is often invited to share information about Division programs at national and regional conferences around the country. The following presentations were given by DPS staff during FY 2000:

**1999 NASPE Annual Conference**

“Stopping Applicant Testing: Kansas’ New Competency Based Selection Process”

**1999 IPMA National Conference**

“State of Kansas IT Retention Program”

**2000 Government Technology Conference - West**

“State of Kansas IT Retention Program”

**2000 IPMA Regional Conference**

“Preparing HR Managers for a New Millennium” - Kansas Human Resource Training Academy

“Quality vs. Quantity: Hiring Top Performers” - Kansas Application and Selection Process

“Planning Strategically for Budget and Performance” - DPS Strategic Planning Process

**Partnering With the States Conference**

“A New Mandate for Human Resources”

**PeopleSoft 1999 Conference of the Americas**

“Implementing Benefits Enrollment Using IVR and the Web in the Public Sector”

**PeopleSoft Advisor Teleconference**

“Payroll Scheduling in an Education and Government HRMS Environment”



## 2000 Annual Report

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The Division of Personnel Services has been invited to give the following presentations during the summer and fall of 2000:

**2000 NASPE Annual Conference**

“Preparing HR Managers for a New Millennium” - Kansas Human Resource Training Academy

**2000 IPMA National Conference**

“Planning Strategically for Budget and Performance” - DPS Strategic Planning Process

**PeopleSoft 2000 Conference of the Americas**

“Only 13 Days to Pay Day in Kansas”

**Governing Magazine Management 2000 Conference**

“Best Practices in Human Resource Management”

**2000 Government Technology Conference - East**

“State of Kansas IT Retention Program”

\* **NASPE** – National Association of State Personnel Executives

\* **IPMA** – International Personnel Management Association

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# DP S

*Change is  
good.  
We'll go first!*

